



The Az POST **Newsletter**

Arizona Peace Officer Standards and Training Board

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DPS' Rod Covey named director of AZ Regional Community Policing Institute

This past April, Rod Covey from the Department of Public Safety took over as the Institute's new executive director. He has almost 29 years in Arizona law enforcement, including time as the AZ POST executive director and the chairman of the Institute's Board of Directors. He has taught a number of leadership and ethics classes in conjunction with ASU and the Institute and is very excited about the opportunity to once again be working more closely with the police and sheriff's agencies around the state.

The Institute continues to offer valuable technical assistance and training to include courses on ethics, terrorism, leadership development, domestic violence, and community policing. The Institute is adding three new courses that will be offered around the state in the last six

months of this year. The first is the Volunteers in Police Service (VIPS) Program which is an outgrowth of the growing trend in Community Based Policing Initiatives that originated from President Bush's USA Freedom Corps. This course is intended for Volunteer Coordinators of Law Enforcement agencies, and any personnel involved in the recruitment, selection, and management of their volunteer staff. Attendees will receive information on how to establish or enhance their volunteer program, including how to deal with management issues, effectively communicate with others about their program, and acquire valuable resources. A training session will be offered in the Flagstaff area in August and Tucson in September (dates to be announced)

The second new program will give

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Hop Bui joins staff at AZ POST



Mr. Hop Bui

Mr. Hop Bui, Personal Computer Specialist, brings a considerable amount of experience, knowledge and expertise to the staff as well as the many visitors and users of the AZ POST facility. Hop is responsible for all routine maintenance of the personal computers and servers as well as other high tech equipment.

Hop, a naturalized American citizen (and proud of it) was born in Hanoi in Vietnam, the third oldest of 8 siblings. His father, Cao Bui, a general in the South Vietnamese Army perished in a plane crash in 1974 in which it was surmised had been hijacked by enemy spies at the time.

Hop received a law degree from the University of Law in Saigon in 1972 and then worked in the legal department of the Bank of Saigon. Upon the fall of the government of South Vietnam in 1975, Hop (then aged 23) and his entire family were able to board a plane just before the closing of the airport in Saigon. Their trek took them from Manila to Guam to Southern California and eventual resettlement in Phoenix.

Once in Phoenix, Hop attended Arizona State University where he obtained a BS in Computer Science and Political Science. Upon graduation, he worked in the IT Division for Bank One (then Valley National Bank) and then for ACM Equipment Company, where he stayed until the company decided to move its' headquarters to Louisiana. When he declined to make the move away from his family, he continued to work as an independent consultant for several other entities until he was hired at AZ POST.

Hop, his brother Steve (the Director of the IT

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Important points surface at recent Background Investigations School

AZ POST staff recently completed a Background Investigations School at the POST facility. This Background School is taught by staff members of the Standards and Compliance Section at AZ POST and has historically been very well attended with excellent evaluations. The two-day class is designed to assist both new and occasional pre-employment background investigators in the methodology of conducting background investigations for the selection of quality applicants. The AZ POST Compliance Specialists, who are responsible for auditing all newly hired applicants, have many years of background audit experience and are uniquely qualified to present this class. At the completion of the last class

the instructors were asked to summarize some of the important elements of their class.

- Do not assume that all criminal information has been entered into NCIC/ACIC and ACCH. It is important that agencies check where an applicant has resided for the past five years and do a local check to see if the applicant has come to the attention of local authorities.

- Encourage Background Investigators to contact other agencies where the applicant has applied. If the other agency has completed their background investigation, ask why the person was not hired. Request a copy of their poly-

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A message from Executive Director Tom Hammarstrom

"It's Rural Arizona's Turn"

For those of you who serve Arizona's rural communities it may seem that POST spends all of its' training facility budget in Maricopa and Pima counties. The fact is that because almost eighty percent of the State's peace officers (and population) live and work in these two counties a significant number of dollars have always been spent in Phoenix and Tucson.

But change is in the wind. The Board has authorized a series of projects that will begin to provide badly needed training facilities throughout the state. The first such project was begun in 2000 with investment in a full service driver training facility on the campus of Central Arizona College near Coolidge. In 2005, the Board authorized a grant of \$650,000 to help construct a state of the art emergency responder training facility in Snowflake. This facility will include a driver training track, classrooms, and a full service firearms range. The Board also funded the acquisition of General Electric driver training simulators in Yuma and Flagstaff. These facilities are available for the use of all Arizona law enforcement agencies.

During spring of 2005, the POST Basic Training and Facilities Advisory Committee met to consider Arizona's facility needs for the next five years. The number one recommendation of the Committee is to bring rural firearms ranges up to standard, and this year the Board has budgeted \$150,000 for that purpose.

While we have a responsibility to see that we get the most bang for the buck in terms of utilization of POST-funded facilities, we also recognize that rural officers need state of the art training, and we will continue working to make that training available throughout Arizona.

Imagery may ease attrition rate

For the last six months, one of the main topics at User, Board and other Basic Training meetings has been the growing attrition rate at Arizona academies, with no well defined explanation. Many qualified applicants quit for various reasons during the first few days or weeks. Academy seats are obviously hard to come by and our applicant pool is smaller, so we need to be more successful in training, and retaining the qualified applicants we get. Among possible solutions, AZ POST is bringing Brian Willis and his Guided Imagery Course to Phoenix. Twenty-five Basic Academy Instructors will attend his Train-the-Trainer Course in June 2005.

This course teaches mental preparation and positive self-talk as described by Los Angeles County SO Psychologist Audrey Honig, PhD: "stress survival strategies, including visualization or mental rehearsal, positive self-talk and controlled breathing, trained to a level of confidence and proficiency, are critical to both improved performance under stress and increased resilience following a traumatic incident."

We believe that these skills can positively impact all areas of the basic curriculum, particularly those listed below:

- Physical Conditioning
- Firearms, DT & other proficiency areas
- Performance during CAPS week
- Assistance in reducing the attrition rate

The goals of the visualization class will be to improve critical skills, and increase the success rate of qualified cadets. We think the tools they acquire will benefit them not only in the academy, but throughout their careers.

C.L.E.A.R.S Program proves vital to participating agencies

The Consolidated Law Enforcement Applicant Reporting System (CLEARS) has been up and running for well over a year and has proven to be a boon to those agencies that have chosen to participate. This database includes several thousand names that have been submitted over hundreds of inquiry submissions by participating agencies.

CLEARs provides information back to agency applicant background investigators on prospective applicants. CLEARs contains information on agency applicants, previous agency employees and the names of individuals that have been the subject of an AZ POST investigation.

While CLEARs is not intended as a substitute for good applicant background investigation techniques, it does provide another useful tool that is available to Arizona law enforcement agencies. If you have questions on this program, please call Ed Felix, the AZ POST CLEARs Administrator at (602) 223-2514.

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HR 218 - The Law Enforcement Officers' Safety Act Arizona's response for retired officers

HR 218 permits honorably retired law enforcement officers to carry concealed weapons nationwide providing they carry either (1) a single card: a photographic identification from the former employing agency that also attests that the person has met the agency's annual firearms qualification standards within the past 12 months, or (2) two cards: a photo I. D. from the agency and a state-issued certificate that the person has met the state's firearms qualification standards within the past 12 months.

Arizona's annual qualification course is a 50-round day or night shoot and a judgment shoot using a POST recognized Firearm's Instructor. The Legislature recently passed HR 2450, adding the following section to the concealed weapons statutes.

"The Department of Public Safety may issue certificates of firearms proficiency according to the Arizona Peace Officer Stan-

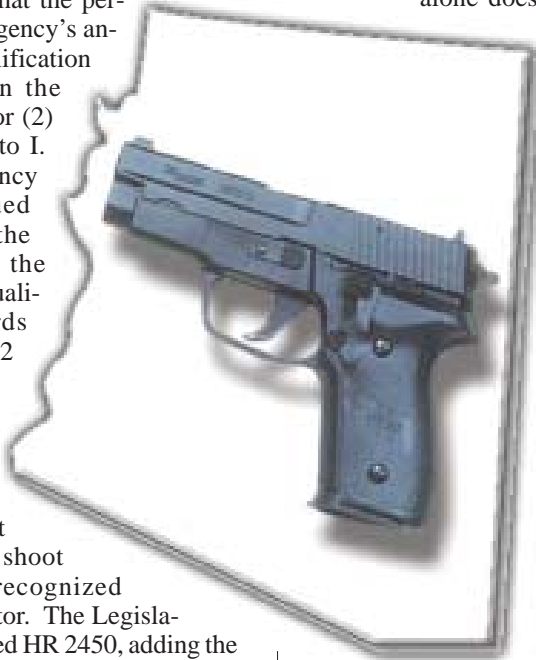
dards and Training Board firearms qualification." A.R.S. § 13-3112(W).

The features of this statute that make it simple include: Anyone may do the POST course of fire and get the certificate. This alone does not allow them to

carry a concealed weapon because they still need the department's piece. Few may be willing to do this. It is far more expensive to shoot the POST course than the regular CCW course and HR 218 requires it every year instead of every four years for an in-state CCW permit.

The Department of Public Safety CCW unit is developing the procedures necessary

to implement the statute. It is anticipated that retired officers may begin to seek the proficiency certificates fairly soon after the statute's effective date of August 18, 2005.



Background ...

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graph report.

- It is suggested that applicants are interviewed one-on-one. When reviewing the Personal History Form make sure they understand the questions and mark any changes in red, especially those involving police contacts and undiscovered crimes.

- Never assume just because the polygraph report indicated "PASSED" or "NO DECEPTION INDICATED" that you do not need to read the report. The polygraph examiner will usually get additional information during the pre-test and post-test admissions that may be relevant to the background investigation.

- If more than one person has been involved in the Background Investigation it is suggested that one person be assigned the responsibility to complete the final review of the entire investigation and write the summary. It may help to eliminate those little "red flags" that might be missed.

- When reviewing the section of the Personal History Form related to Military Service, and the applicant indicates they are a member of the Reserve or National Guard, it is recommended that their unit be contacted as you would any employer.

- The next Background School is October 4-5, 2005 at the AZ POST offices at 2643 East University, Phoenix. Those interested in attending should contact their agency training coordinator.

Hop Bui ...

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Department at ASU), and his sister Micky (a Customer Service Analyst for Arizona Business Bank) make their home in east Phoenix. He is an avid collector of firearms and enjoys target shooting at various ranges on weekends.

We at AZ POST feel very fortunate to have Hop on staff. He is available for questions as well as advice on computer and multi media technology issues and can be reached at (602) 223-2514.

Training funds increase

AZ POST is excited to announce the increase of training allocation funds available for the 05/06 fiscal year to all eligible agencies. The new amount of funds available will be \$2,000 plus \$18 per sworn officer. All agency training coordinators are invited to contact the AZ POST training staff for questions regarding the use of Training Allocation Funds. This is a GREAT chance to increase the amount of training for officers to maintain excellence.

Covey ...

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public officials a valuable tool in combating crime in their neighborhoods. Crime Abatement, under A.R.S. 12-991 through 12-999, is a tool to correct properties regularly used in the commission of criminal activity. This course is intended for law enforcement personnel, prosecutors, and community members interested in the basics of crime abatement. The presentation and case studies focus on the crime abatement process; the initial complaint and analysis of whether a property is a nuisance; identifying the responsible parties; putting the case facts and report together for submission to the prosecuting agency; obtaining the temporary restraining order, permanent injunction or other orders from a court requiring the responsible party to cease the crime problems; and follow up to ensure compliance. The initial session will be held in June at the Flagstaff Police De-

partment.

The final new program is designed to discuss the various aspects of Human Trafficking. Officers will come away with a basic knowledge of the scope and serious nature of this problem and the initial steps needed to care for victims and to identify and prosecute suspects. Students will also learn the difference between human trafficking and human smuggling. Experts who work in the field will be on hand to instruct and to answer questions regarding the topic.

Additional dates for these new courses, along with those for the more established ones, will be published and distributed this summer. Additional information can be found in the AZ POST Training Calendar. If you or your agency are interested in attending any of our AZ POST certified courses or would like to have our training brought to you, please contact the Institute at 602-223-2514 and ask for Monica Lanning, Program Coordinator.

*Arizona Peace Officer Standards
& Training Board
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2005 Telecourse Schedule

Date	Time	Program Title	Satellite Coordinates
Aug. 18	10 a.m. - Noon, 3 p.m. - 5 p.m.	TBA	TBA
Oct. 20	10 a.m. - Noon, 3 p.m. - 5 p.m.	TBA	TBA
Nov. 17	10 a.m. - Noon, 3 p.m. - 5 p.m.	TBA	TBA

NOTE: Satellite coordinates are not confirmed until 30 days prior to broadcast and if not provided here, they will be provided on the individual flyers for each program. Due to difficulty in obtaining satellite time, WE MAY BE USING SATELLITES WE HAVE NEVER USED BEFORE. PLEASE MAKE SURE YOU CONFIRM THE COORDINATES ARE PROGRAMMED INTO YOUR RECEIVER PRIOR TO THE DAY OF BROADCAST. Coordinates are also provided with the program materials that are mailed the week prior to the broadcast. In addition, all dates and topics are subject to change.

For agencies experiencing technical difficulties with their satellite systems or in need of additional operating instructions, troubleshooting information is available online at various satellite user websites, including www.satellite911.com or www.21st-satellite.com.